

Health Workforce Development Programs in Washington State
Washington State Board of Health
Revised 2-12-01

PROGRAM	PIPELINE TARGET	PURPOSE	ACTIVITIES	PARTICIPANTS	PROGRAM STATUS	PARTICIPATION/COMPLETION OF PROGRAM	FUNDING/SOURCE	COMMENTS	CONTACT/PHONE
CATCH (Coaching Adolescents Towards Careers in Health)	K-12	To encourage students to consider medical school.	Medical student-run speakers pool that provides unstructured outreach for medical school.	UWSOM Medical Students, local schools	Ongoing	Not Applicable	Not Funded, strictly voluntary		Charlie Garcia (206) 685-2489
<u>GEAR UP</u>	<u>K-12</u>	To significantly increase the number of low-income students who are prepared to enter and succeed in postsecondary education.	Provides academic assessment and class planning; career and college planning; academic advising and tutoring; campus field trips; information sessions on financial aid, admissions, and other college readiness issues; service learning; mentoring; parent training and involvement; teacher training and development; and technology.	In addition to the Washington State project, the Department of Education has funded the Pierce College Project, the Mid-Columbia Basin Partnership, the Renton Project, the Lower Yakima Valley Project, and the Seattle Early Scholars Outreach Program.	The Wshington State Project expects to reach 1,200 students. The Seattle GEAR UP grant period is for 2000-2005 and it expects to be serving over 4,600 students by the fifth year.	Unknown	\$15.6 million over five years		John F. McLain (360) 753-7856
Gonzaga University Math/Science Camp	K-12	To increase the number of women and minorities pursuing degrees in math, science or engineering.	Program conducts 1 to 4 week summer sessions for students in 9-12 grades. Program provides students with a small stipend.	Gonzaga University	The program began in 1982 and accepts 30 students each summer. The length of the session changes from year to year, ranging from 1 week to 4 weeks. While the program was established for minorities and women, they encourage anyone to apply and the past few years the majority of students have been white women.	30 students participate in the program each year during the summer.	\$15,000 per year/Private contributions from companies such as ALCOA and Hewlett Packard; Dept. of Energy. Gonzaga covers the program's indirect costs.	Gonzaga advertises the program through the newspaper and Girl Scouts. Staff have had problems with threatening calls by members of the public offended by the program targeting minorities. As a result, the program advertisement now encourages all to apply.	Gail Nord (509) 328-4220 EXT 3907
Health Careers Ambassador Program/Building Partnerships	K-12	To encourage high school students and mid-career adults in rural areas to pursue health careers in rural areas.	Provides information, experiences and opportunities for students in their local area by linking health care professionals with students who have expressed an interest in medicine, nursing and allied health.	Washington Academy of Family Physicians Pipeline Program; Western/Eastern Washington AHECs; Idaho Ambassador Program.	Program began in 1989 and is ongoing.	Not tracking	Western AHEC receives \$1,500 from HRSA and \$5,000 from DOH.	Building Partnerships operates through Western AHEC and Health Careers Ambassador Program operates through Eastern AHEC. They are the same program with different names.	Laurie Wylie (206) 441-7137/Bettie Rundlett (509)
<u>Health Careers Opportunity Program (HCOP)</u>	<u>K-12</u>	To increase the number of qualified applicants from disadvantaged backgrounds in the WWAMI states to successfully enter into health careers.	Key pipeline activities include comprehensive partnership with high schools and community organizations in the five WWAMI staes, UDOC High School Summer Programs, MMEP, the Summer Pre-matriculation Program, Community College Transfer Centers, and the COE Clinical Faculty Conference.	UWSOM	Funding through next five years.	See Individual programs (U-DOC, PreMatriculation, MMEP)	\$500,000 per year for 5 years. Funded by HRSA.	HCOP funds following UWSOM program: UDOC, PreMat, COE. See individual programs for details.	Charlie Garcia (206)685-2489

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<u>Lincoln High School: Merle Palmer Low-Income Minority Scholarships</u>	<u>K-12</u>	To increase the number of Lincoln High School students pursuing post-secondary education after graduation.	Provide Lincoln high school students with mentors and scholarships for college.	Lincoln High School staff.	The scholarship fund began about 15 years ago.	Over 100 students have graduated from college and many are in graduate school.	\$200k per year.		Tim Herron (253) 988-5429
<u>Lincoln High School: Neighborhood Learning Center Network</u>	<u>K-12</u>	To increase the number of Lincoln High School students pursuing post-secondary education after graduation.	Provide college financial aid and FAFSA workshops for families; college tours that take groups of 20-30 students to 10 different colleges around Puget Sound and Washington State; visits to the National College Fair; development of a Life after Lincoln lunchtime college fair that brings college admissions representatives together at Lincoln; creation of a new AP class at Lincoln that effectively doubled the number of students taking college-level mathematics courses; expanded networking with admissions and financial aid departments that opened new doors for students and resulted in larger financial aid packages for students; and developed individual relationships with the Elks Club, Boys and Girls Club, Merle Palmer Minority Scholarship Foundation and others that have resulted in these organizations selecting a large proportion of Lincoln students as recipients.	Lincoln High School and Learning Center Network staff (.5 FTE).	There are three learning center network locations, one of which is at Lincoln High School. The centers have existed for four years and the center at Lincoln has been in place for two years. The activities are available for all Lincoln High juniors and seniors.		The Learning Center Networks are funded by private foundations, individuals and through a partnership called "Vision Youth," sponsored by World Vision and the NW Leadership Foundation. Annual budget is \$165K/year.		Tim Herron (253) 988-5429
<u>MESA Program</u>	<u>K-12</u>	To increase minorities and women participation in mathematics, engineering, and science related careers.	Washington MESA instructional model reflects an active, engaging strategy for teaching mathematics and science. Hands-on activities, field experiences, and personal networking with career professionals and higher education professors and professionals are hallmarks of the MESA curriculum.	MESA is organized through the MESA State Board and the state office in partnership with UW School of Engineering.	Program started in 1982. Currently it serves 71 schools from 4 geographic centers: Seattle, Tacoma, Spokane, and Yakima Valley/Tri-Cities. In 1999, more than 4,100 students participated in MESA programs. Of the high school seniors in the program, 94% went on to college, 68%of them chose to study math, science or engineering.	4,100 students a year.	\$2M per year/40% is cash funding from state. The remainder is from a private foundation, Universities and school districts.	This program targets school districts with a high proportion of minority students. There is a new effort to work with tribal schools. MESA is requesting funding through legislature to expand the program to begin working with students in elementary school (4th grade).	Patricia MacGowan (206) 543-0562
OSPI Health and Human Services Pathway	K-12	To organize learning around a student's education and career goals.	Provides guidance and technical assistance to schools that are, or wish to provide courses in the health sciences particularly at the secondary level. Career and technical education courses are based on industry standards.	All Washington State middle and high schools.	The system of organizing some OSPI positions around pathways has been in place since fall of 1999. This aligns with pathway requirement in 1209.	Data by school will be available in May; data by numbers of pupils by fall, 2001.	Washington state education dollars are distributed on basis of number of students in basic education and technical education. Perkins III federal funds distributed on basis of need.	The health and human services pathway can serve as the organizing concept to reach students at all ages.	Theresa Stone (360) 753-5670
Spokane city Lab Program	K-12	Provides eastern Washington school district 81 middle and high school students exposure to fully-equipped laboratory-based instruction in biology, chemistry and biotechnology.	The program includes teacher training workshops to assist teachers with biotechnology curriculum; hands-on workshops for middle and high school students in the working biotechnology research laboratory of WSU Spokane CityLab; hands-on biotechnology workshops conducted at rural high schools throughout the Inland Northwest; afterschool science camps for middle school students; 3-day summer biotechnology workshops for young women; resource center services; interactive mentoring by CityLab personnel for students and teachers; and speical collaborative research projects for selected high school students.	WSU, local school districts, MESA program	The program began in 1995 and since 1996, WSU Spokane CityLab programs have directly impacted over 800 students and nearly 200 high school teachers and indirectly impacted nearly 60,000 students through new teaching techniques (inquiry-based learning).	500 students and 70 teachers participated in the program during 1999.	\$430,000 since the program began in 1995. These funds pay for the direct costs of the program. Funded by OSPI, WSU, federal and private.	The WSU Spokane CityLab programs include teacher training workshops, after-school science camps, and summer science camps. Students within district 81 that are participating in MESA take the Spokane CityLab biotech classes. In this district, MESA and Spokane CityLab work closely together.	Sylvia Adams Oliver (509) 358-7635

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<u>The American Indian Science & Engineering Society (AISES) Program</u>	<u>K-12</u>	To help American Indian and Native Alaskan students in middle school and high school prepare for careers in science, technology, engineering and business. The trained professionals then become technologically informed leaders within the Indian community.	Through a variety of educational programs, AISES offers financial, academic and cultural support to students and professional development activities to teachers to enable them to work effectively with Native students.	The Board of Directors is composed of American Indian professionals in science and engineering fields, currently chaired by Judy Gobert (Blackfeet) of Salish Kootenai College. Advisory boards take active roles in the organization; they include the Corporate Advisory Board, representing over 50 technological corporations; the Government Relations Board, representing over 60 federal and regional government agencies; and the Council of Elders who share their wisdom and guidance with AISES students and with the organization as a whole.	Current National AISES membership includes 3,469 members and 63 affiliated high schools. There are 278 active science and engineering professionals, 1,405 college student members and 483 pre-college members. AISES in Washington State is located at UW, WSU and EWU.	Unknown	AISES is supported primarily by grants from both public and private funding agencies, membership dues and the marketing of merchandise.		
<u>U-DOC Program</u>	<u>K-12</u>	To encourage high school students of color and rural students to explore medical careers while being introduced to college life.	A six week summer program that introduces high school students to medical school and college life.	AHEC and WWAMI Medical Student Program at WSU, University of Idaho and UWSOM. WWAMI medical students are involved as counselors for the U-DOC participants.	The Program began in 1995 and is a month-long residential program; 3 students to medical school so far.	20 students per year.	\$503,000 per year for 3 years/HRSA		Charlie Garcia, (206)685-2489
<u>Washington State Migrant Education Student Leadership Program</u>	<u>K-12</u>	Provides a culturally competent experiential education curriculum, staff training, conferences, and career, leadership and educational information and advocacy to benefit migrant students (grades 7-12) attainment of educational and career goals.	Offer 4 conferences a year throughout 9 regions of the state. Leadership conferences focus on goal-setting, problem-solving, decision-making, communication, and team building-skills.		Program began in 1986. About 50-100 students attend each 3-day regional conference; about 80 students attend the overnight state conference each year at no cost to the students. Migrant students have a 50% drop out rate nationwide. Migrant students participating in the Leadership Program have an 80% graduation rate.	About 200 students participate in the program each year.	\$300,000 per year/Title 1 Migrant Education Grant through OSPI.		Linda Roberts, (509) 836-7500
<u>Native American Recruitment and Retention Program</u>	<u>K-16</u>	To increase the numbers of Native American nurses who are baccalaureate prepared by doing outreach to Native American high school, undergraduate and graduate Native American students.	Two one-week summer camps for high school Native Americans who have expressed an interest in nursing. The purpose of the camp is to give students a hands-on feel of what the nursing profession is like. The camps are offered in Spokane and Yakima.	Intercollegiate Center for Nursing Education (ICNE); EWU; WSU; Whitworth College	Program is ongoing.	20 students went to the summer camp in 2000.	Just recieved a \$1M Endowment to be used for scholarships only.		Robbie Paul (509) 324-7239
<u>Uniendo Futuros</u>	<u>K-16</u>	To bring Hispanic middle school students through the school system into higher education (Hispanic students make up greater than 50% of population in Pasco).	Hired Spanish-speaking outreach worker to reach out to 1st generation Hispanics in the community. Developing Spanish language materials and sending them home with the kids. Offering parents' nights to connect with parents and answer questions re: students academic possibilities.	WSU and Columbia Basin College working together to recruit Hispanic students	Program began April, 2000. Have .5FTE doing outreach to Hispanic students in the community working closely with parents, schools, CBC, and WSU. Program success will be measured by tracking the number of minority students enrolled at Columbia Basin College and the number that transfer to WSU to complete a 4-year degree.	New program--will be tracking the number of students.	\$70,000, which covers the salary, benefits and operational costs of the .5FTE/\$50,000 from corporate contributions and \$20,000 from WSU Match.		LoAnn Ayers, (509) 372-7252.

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<u>Native American Center of Excellence (NACOE)</u>	<u>K-20</u>	To encourage Native American students to pursue medicine as a career and help prepare Native American students for faculty roles in academic medicine. The program also fosters education and research on Native American health issues.	Program support begins in high school and follows students through medical school and on into their residency training after they have earned their medical degree. The program collaborates with universities and colleges in the Pacific Northwest, including tribal community colleges, to provide Indian and Native Alaskan students with the counsel, skills and information needed to prepare for and apply to medical school.	UWSOM	This program is ongoing and funded through HRSA grant dollars. It falls under the office of UWSOM Office of Multicultural Affairs.	See Individual programs (Indian Health Pathways,)	Funded with HCOP and COE funds.		Charlie Garcia (206) 685-2489
<u>MMEP (Minority Medical Education Program)</u>	<u>Undergraduate</u>	MMEP offers undergraduates and some post baccalaureate minority students interested in medical school academic enrichment opportunities (must have at least one year of college completed to be eligible).	College-level 6-week enrichment program in science, math, writing, study skills and MCAT preparation. Program composed of classroom study, MCAT preparation, research and presentation development, and mentoring.	UWSOM	Program began in 1989 and since then has had 458 students go on to medical school.	80 students per year.	\$250,000 per year (subcontract \$80,000 to Arizona to serve 45 of 125 students). Funded by RWJF.		Charlie Garcia (206) 685-2489
Rural/Urban Nursing (RUN) Program	Undergraduate	To provide nursing students with OB clinical rotations.	Nursing students fulfill their OB clinical rotation requirement in rural hospitals. Students divide their time between labor and delivery or the newborn nursery at the hospital and traveling with a local public health nurse doing postpartum home visits.	AHEC initiated the program in 1991 at the request of Seattle Central Community College Nursing Program. The nursing students were unable to secure clinical training at Seattle area hospitals because of competition for placement by other Seattle area nursing schools. Program is ongoing with about 24-36 students participating each year.	AHEC, local hospitals and public health, and Seattle Central Community College Nursing Program.	24-36 students per year.	\$3,000 per year from HRSA.		Laurie Wylie (206) 441-7137

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State Board of Community and Technical Colleges	Undergraduate		The SBCTC has been tracking applications, enrollment and completion of minority students in community/technical colleges since the 1995/96 school year. Also looking at diversity of its faculty.	All two year community and technical colleges.		N/A		Faculty is not diverse and very few role models for minority students. Notes problems are with recruitment, not retention.	Loretta Seppanen, (360) 753-3685
<u>Chicano/Latino Mentorship Program</u>	<u>Health Professional Students</u>	This program matches Latino UW medical students with Latino physician mentors practicing in the community health centers.	The program is intended to develop culturally appropriate and linguistically competent health professionals who are committed to their community and the needs of underserved populations. The program expanded this year to include nursing and MEDEX students.	The Washington Association of Community and Migrant Health Centers partners with the University of Washington School of Medicine and Nursing, the MEDEX Program, the Secondary Education for Migrant Youth Program, the HRSA Seattle Field Office, the Western and Eastern AHECs, the NW Regional Primary Care Association, and the Washington State Department of Health Office of Community and Rural Health.					Jesus Reyna (425) 656-0848
Indian Health Pathway	Health Professional Students	To encourage Indian and non-Indian students to become primary care physicians for Native peoples and to relieve the national shortage of Native American medical school faculty by guiding students, residents and fellows who desire to enter academic medicine.	Native American and non-Native American medical students are provided increased opportunities to learn about Native American medical concerns in the classroom, through clinical training at sites with Indian physicians and patients, and by research on the diseases and the barriers to health care facing Native Americans.	UWSOM, Medical Students	This program is ongoing.	6 to 8 students per year.	This program is funded with HCOP and COE funds.	This is a program within the NACOE.	Charlie Garcia (206) 685-2489

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Pre-Matriculation Program	Health Professional Students	This program facilitates the students' entry into medical school by providing instruction in histology and enrichment activities. Program designed for medical students from disadvantaged backgrounds or for students who have a demonstrated commitment to underserved populations.	This is a 6-week summer program that provides instruction in histology and enrichment activities in areas such as study skills, stress management, test-taking and research. Program offers stipends and travel assistance.	UWSOM	This program is ongoing and falls under the office of UWSOM Office of Multicultural Affairs.	15 students per year.	Program is funded with HCOP funds.		Charlie Garcia (206) 685-2489
Rural Underserved Opportunities Program (R/UOP)	Health Professional Students	To introduce medical students between their first and second years of medical school to primary practice in rural and underserved communities and to encourage primary care careers in rural and underserved communities.	Four-week rotation in rural or urban underserved primary care practice. The student receives broad clinical exposure and contact with the community and other members of the health care team. Student stays in the community and is encouraged to do community exploration re: health systems, go on home visits with public health and hospice nurses, and attend town meetings and community cultural events.	AHEC, UWSOM, Local providers, and Washington Academy of Family Physicians.	Program began in 1987 and is ongoing. About 70 medical students go through the program each year.	70 students per year.	\$33,300 in 1999. Washington Academy of Family Physicians \$21,000; HRSA \$5,000; UWSOM Dean's Fund \$7,000. Funding covers direct costs such as stipend, housing and transportation.		Laurie Wylie (206) 441-7137
Rural Urban/Underserved Observation Experience	Health Professional Students	To provide pre-matriculated medical students with an opportunity to experience primary care practice in a rural or urban underserved community.	One-to-three day shadowing experience for in-coming medical students to observe primary care practice in a rural or urban underserved community.	AHEC, UWSOM and local providers	This program is ongoing.	Unknown	Not funded, preceptors volunteer their time and students pay their own travel costs.		Laurie Wylie (206) 441-7137
Office of Multicultural Affairs UWSOM	Undergraduate - Health Professional Students	To facilitate the identification, recruitment, retention, and professional development of individuals from disadvangaged backgrounds and/or those who have a demonstrated commitment to serving underserved populations, and are interested in pursuing MD or MD/PhD degrees.	OMCA staff provide individual counseling and academic advising to students; assist students during the admission and application process; serve as a general information resource for both academic and non-academic needs; facilitate access to the multitude of resources within the School, region, and the community; and develop several academic, informational, and social programs for premedical and medical students throughout the year.	High school, undergraduate and medical students. Local high schools and two-year colleges.	This is the administrative umbrella for the recruitment and retention programs offered at UWSOM.	See individual programs (NACOE, U-DOC, Pre-Mat, MMEP).	OMCA is funded, in part, by grants from HRSA and the RWJ Foundation.		
SPARXs (Student Providers Aspiring to Rural and Underserved Experiences).	Undergraduate - Health Professional Students	To introduce UW multidisciplinary health profession students to issues in rural and underserved health.	Students gather on a regular basis to talk about rural and underserved agenda.	UW Physical Therapy, Occupational Therapy, Public Health Administration and Communication Disorder Programs; UW Pharmacy; UW Health Administration.	Ongoing program.	200 to 300 students participate in the program each year.			Suzanne Powell (206) 543-6020
STAHR Students Taking Action for Healthcare in Rural and Underserved Areas	Undergraduate - Health Professional Students	Program designed to give health professional students studying physical therapy, occupational therapy, public health administration, communication disorders, nursing, PA program, pharmacy, and health policy and administration, exposure to health issues in rural and underserved urban areas in the surrounding Washington and Idaho areas.	Multiple activities planned each month including: service projects, community education, presentations from guest speakers, health and career fairs, and field trips.	EWU Physical Therapy, Occupational Therapy, Public Health Administration and Communication Disorder Programs; WSU Communication Disorders Program; ICNE; UW MEDEX; WSU Pharmacy; WSU Health Policy and Administration.	Program began January 2000 and first graduation of students will occur December 2000. The program will track number of students that go on to serve in rural and underserved areas.	50 students participating in this first year of the program.	\$4,250/DOH: \$2,500; EWU: \$250; EWU Foundation: \$1,500.	Program staff were told they could not target minority students for this program.	Nancy Erikson (509) 623-4300

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